

American Federation of Musicians (AFM) Motion Picture/Television Agreements

BASIC THEATRICAL MOTION PICTURE AGREEMENT & TELEVISION FILM LABOR AGREEMENT

4/18/2010 – 2/23/2013

NOTE: Wages for Theatrical Motion Pictures remain constant for the term of the agreement. Please refer to Television Film sections for applicable rates.

RECORDING MUSICIANS PAYSACLE GUIDELINES

- 1) Amounts are contract actuals.
- 2) Single session is 3 hrs. or less.
- 3) Double session is 6 hrs. completed within 8 hrs. of call (may be two 3-hr. sessions).
- 4) Side musician is a recording musician other than a leader or contractor.
- 5) Leader is paid double the recording musicians rate.
- 6) Contractor is required if 10 or more recording musicians, including Leader, are employed. Contractor is paid double the side musicians rate.
- 7) Where only one recording musician is called for a session, he/shall be paid double the recording musician's rate to perform alone.

Theatrical MINIMUM SCALE

SPECIAL NOTE: *Vacation pay of 4% shall be added to all amounts in this section.*

Schedule / # of Sidepersons	Single Session Scale/3 hrs.			Double Session Scale/6 hrs.		
	4/18/2010 – 4/16/2011	4/17/2011 – 4/14/2012	4/15/2012 – 2/23/2013	4/18/2010 – 4/16/2011	4/17/2011 – 4/14/2012	4/15/2012 – 2/23/2013
A 35 or more	\$255.64	\$260.75	\$265.91	\$511.28	\$521.50	\$531.94
B 30 - 34	268.41	273.78	279.26	536.82	547.56	558.52
C 24 - 29	281.19	286.81	292.55	562.38	573.62	585.10
D 23 - less	294.02	299.90	305.90	588.04	599.80	611.80

Two or more recording sessions on one day on the same film, the rate for all sessions is based on the session in which the highest number of recording musicians are employed.

NOTE: Two single sessions shall not be called in the same day in lieu of a double session, in order to circumvent the time spread penalty, when both of such single sessions are for the same motion picture, using the same conductor, and both use all of the same individual musicians.

Premium Pay and Overtime

1. 20% Premium - 7th hour of recording within an 8-hour span.
2. 50% Premium applies to straight time after midnight until 8 a.m.
3. 50% Premium applies after an 8-hour span, before midnight.
4. 50% Premium applies after the hold hour (musicians may be held 1-hour beyond a single session or guaranteed longer call, provided that the guaranteed call and the hold period combined shall not exceed 6 hours).
5. 50% Premium applies to Saturday or Sunday when it is the 6th or 7th consecutive day for the same Producer.

BASIC THEATRICAL AGREEMENT – Recording Musicians Payscale Guidelines – Cont’d

6. 65% Premium applies to work done between midnight and 8 a.m., within an 8 hr. span but past the guaranteed call and hold hour.
7. 100% Premium applies on work done after the 8-hour span and past midnight until 8 a.m.

NOTE: Do not compound when computing rates above. Payment is made using the highest appropriate rate.

Single Session Overtime (Per 15 min.) 4/18/2010 – 4/16/2011

SPECIAL NOTE: *Vacation pay of 4% shall be added to all amounts in this section.*

Schedule / # of Sidemusicians	Straight time before Midnight	Straight time after Midnight or beyond Hold Hour	Work beyond Hold Hour between Midnight and 8 AM within an 8 hr. span	After 8 hrs. From Midnight to 8 AM
	100%	150%	165%	200%
A 35 or more *	\$31.95	\$31.95	\$35.15	\$42.60
B 30 - 34	22.37	33.56	36.91	44.74
C 24 - 29	23.43	35.15	38.66	46.86
D 23 - less	24.50	36.75	40.43	49.00

Double Session Overtime (Per 15 min.) 4/18/2010 – 4/16/2011

Schedule / # of Sidepersons	7th hr. of Recording Within 8 hrs. before Midnight	Straight time After Midnight	Work Beyond Hold Hour between Midnight and 8 AM within an 8 hr. span	After 8 hrs. From Midnight to 8 AM
	120%	150%	165%	200%
A 35 or more *	\$25.56	\$31.95	\$35.15	\$42.60
B 30 - 34	26.84	33.56	36.91	44.74
C 24 - 29	28.12	35.15	38.66	46.86
D 23 - less	29.40	36.75	40.43	49.80

Television Film

Effective July 17, 2005, a new reduced rate is applicable on Television Film sessions when five (5) or more musicians (including the playing leader and/or contractor) are employed on a series for which no more than one episode (including a pilot) aired prior to July 17, 2005.

New TV Tiers

	4/18/2010 – 4/16/2011	4/17/2011 – 4/14/2012	4/15/2012 – 2/23/2013
A 5 or more musicians (no episodes aired prior to 7/17/2005)			
Single Session	\$217.46	\$221.81	\$226.25
Double Session	434.92	443.62	452.50
B 4 or fewer musicians			
Single Session	273.85	279.33	284.92
Double Session	547.70	558.66	569.84
C 5 or more musicians (for which an episode aired prior to 7/17/2005)			
Single Session	255.64	260.75	265.97
Double Session	511.28	521.50	531.94



BASIC TELEVISION/FILM AGREEMENT – Recording Musicians Payscale Guidelines – Cont'd

Single Session Overtime

	4/18/2010 – 4/16/2011	4/17/2011 – 4/14/2012	4/15/2012 – 2/23/2013
A 5 or more musicians (no episodes aired prior to 7/17/2005)			
Straight time before midnight	\$18.12	\$18.48	\$18.85
After midnight	27.18	27.72	28.28
Work beyond hold hour between midnight and 8:00 a.m.	29.90	30.49	31.10
Work beyond 8 hrs. between midnight and 8:00 a.m.	36.24	36.96	37.70
B 4 or fewer musicians			
Straight time before midnight	22.82	23.28	23.74
After midnight	34.23	34.92	35.61
Work beyond hold hour between midnight and 8:00 a.m.	37.65	38.41	39.17
Work beyond 8 hrs. between midnight and 8:00 a.m.	45.64	46.56	47.48
C 5 or more musicians (for which an episode aired prior to 7/17/2005)			
Straight time before midnight	21.30	21.73	22.16
After midnight	31.95	32.60	33.24
Work beyond hold hour between midnight and 8:00 a.m.	35.15	35.85	36.56
Work beyond 8 hrs. between midnight and 8:00 a.m.	42.60	43.46	44.32

Double Session Overtime

	4/18/2010 – 4/16/2011	4/17/2011 – 4/14/2012	4/15/2012 – 2/23/2013
A 5 or more musicians (no episodes aired prior to 7/17/2005)			
Straight time before midnight	\$18.12	\$18.48	\$18.85
7 th Hour of recording within 8 hours before midnight	21.74	22.18	22.62
After midnight	27.18	27.72	28.28
Work beyond hold hour between midnight and 8:00 a.m.	29.90	30.49	31.10
Work beyond 8 hrs. between midnight and 8:00 a.m.	36.24	36.96	37.70
B 4 or fewer musicians			
Straight time before midnight	22.82	23.28	23.74
7 th Hour of recording within 8 hours before midnight	27.38	27.94	28.49
After midnight	34.23	34.92	35.61
Work beyond hold hour between midnight and 8:00 a.m.	37.65	38.41	39.17
Work beyond 8 hrs. between midnight and 8:00 a.m.	45.64	46.56	47.48
C 5 or more musicians (for which an episode aired prior to 7/17/2005)			
Straight time before midnight	21.30	21.73	22.16
7 th Hour of recording within 8 hours before midnight	25.56	26.08	26.59
After midnight	31.95	32.60	33.24
Work beyond hold hour between midnight and 8:00 a.m.	35.15	35.85	36.56
Work beyond 8 hrs. between midnight and 8:00 a.m.	42.60	43.46	44.32

Special 2-Hour Television Session 8/14/2005 - 2/25/2009

4/18/2010 – 4/16/2011	4/17/2011 – 4/14/2012	4/15/2012 – 2/23/2013
\$207.92	\$212.08	\$216.32

NOTE: Low Budget TVF rates are applicable for the first 25 episodes of a new series for any session that utilizes at least 15 musicians (including Leader and Contractor). Please call for details.

BASIC AGREEMENT – Recording Musicians Payscale Guidelines – Cont’d

Electronic Musical Devices

At the Producer's election, a musician who is employed (other than on a "package deal" basis) to play an electronic musical device(s) shall be paid at the existing rates set forth in the agreements (hereinafter referred to as "real time rates") including doubles and over-dubs, or at the following hourly rates (hereinafter referred to as "multi-tracking rates"):

Television Film	4/18/2010 – 4/16/2011	4/17/2011 – 4/14/2012	4/15/2012 – 2/23/2013
1 person	\$328.89	\$335.47	\$342.18
2 or more	287.80	293.56	299.43
Motion Picture			
1 person	\$307.02	\$313.16	\$319.42
2 or more	268.67	274.04	279.52

The foregoing rates include all electronic and acoustical doubles and all over-dubs. With respect to each session, Producer shall have the right to designate whether such musician is to be paid under the real time rates or at the foregoing multi-tracking rates. Producer shall make such election with respect to each such musician employed at the time of the call.

A minimum session is 3 hrs.

A one hour meal period shall be called not later than 6 hours after reporting for work.

50% Premium applies to all work beyond a guaranteed call.

50% Premium applies to all work past 10 work hours.

50% Premium applies to all work between Midnight and 8 AM when requested by Producer.

Guaranteed Calls/Holds

Producer may hold musician for one hr. after a single session or a guaranteed longer call. This period is paid at Straight Time in 15 min. intervals.

After this 1 hr. "hold" period* a musician is paid at 150% of Straight Time in 15 min. intervals.

If a musician notifies the contractor at the beginning of a session that he cannot stay after the 1 hr. hold period, the musician is not responsible for finding a replacement.

* Guaranteed call and hold period combined not to exceed 6 hrs.

Minimum Number of Recording Hrs. (TVF Only)

Scoring Hours Required Per Season

Non-Dramatic:	13 - 1/2 hr. episodes	12 scoring hours
	13 - 1 hr. episodes	36 scoring hours
	13 - 1-1/2 hr. episodes	54 scoring hours
Dramatic Pictures:	13 - 1/2 hr. episodes	15 scoring hours
	13 - 1 hr. episodes	39 scoring hours
	13 - 1-1/2 hr. episodes	59 scoring hours
	13 - 2 hrs. episodes	78 scoring hours

Scoring hour requirements for fewer than 13 episodes shall be pro-rated on basis of this schedule.



PRODUCTION MUSICIAN PAYSACLE GUIDELINES

- 1) Amounts are contract actuals
- 2) All hrs. not continuous are charged as an additional session
- 3) Production musicians are non-recording or rehearsal musicians
- 4) Leader, Contractor, Musician performing alone: There is no double scale provided for these categories.

MOTION PICTURES

SPECIAL NOTE: Vacation pay of 4% shall be added to all amounts in this section.

DAILY SCHEDULE - Scale

Period	4/18/2010 – 4/16/2011	4/17/2011 – 4/14/2012	4/15/2012 – 2/23/2013
Single Session (3 hrs. or less)	\$155.08	\$158.18	\$161.34
Double Session (6 hrs.) completed within 10 hrs. of call, ending at midnight	\$279.20	284.78	290.48

Premium Pay and Overtime

Per 15 min or fraction thereof	4/18/2010 – 4/16/2011	4/17/2011 – 4/14/2012	4/15/2012 – 2/23/2013
Before Midnight	\$12.92	\$13.18	\$13.45
After Midnight	19.38	19.77	20.18

MINIMUM SCALE

SPECIAL NOTE: Vacation pay of 4% shall be added to all amounts in this section.

WEEKLY SCHEDULE	4/18/2010 – 4/16/2011	4/17/2011 – 4/14/2012	4/15/2012 – 2/23/2013
30 hr./wk. (Max. 6 hrs./day)	\$1,240.73	\$1,265.54	\$1,290.85
40 hr./wk. (Max. 8 hrs./day)	1,488.86	1,518.64	1,549.01

Premium Pay and Overtime

30 hr. week	4/18/2010 – 4/16/2011	4/17/2011 – 4/14/2012	4/15/2012 – 2/23/2013
Before Midnight	\$10.34	\$10.55	\$10.76
After Midnight	15.51	15.83	16.14
40 hr. week	4/18/2010 – 4/16/2011	4/17/2011 – 4/14/2012	4/15/2012 – 2/23/2013
Before Midnight	\$9.31	\$9.49	\$9.68
After Midnight	13.97	14.24	14.52

TELEVISION FILM

SPECIAL NOTE: Vacation pay of 4% shall be added to all amounts in this section.

Daily Schedule	4/18/2010 – 4/16/2011	4/17/2011 – 4/14/2012	4/15/2012 – 2/23/2013
Single Session	\$166.13	\$169.45	\$172.84
Double Session	299.08	305.06	311.16

	4/18/2010 – 4/16/2011	4/17/2011 – 4/14/2012	4/15/2012 – 2/23/2013
Premium Pay/Daily (per 15 min.)			
Before Midnight	\$13.84	\$14.12	\$14.40
After Midnight	20.76	21.18	21.60

BASIC AGREEMENT – Production Musicians Payscale Guidelines – Cont’d

Weekly Schedule			
30 hr./wk.	\$1,329.09	\$1,355.67	\$1,382.78
40 hr./wk.	1,594.91	1,626.81	1,659.35

Premium Pay/Weekly (per 15 min.)			
30 hr./wk. BEFORE Midnight	\$11.08	\$11.30	\$11.52
30 hr./wk. AFTER Midnight	16.62	16.95	17.28
40 hr./wk. BEFORE Midnight	9.97	10.17	10.37
40 hr./wk. AFTER Midnight	14.96	15.26	15.56

Meals

A meal break of at least 1/2 hr. must be called not later than 6 hrs. after reporting for work. Subsequent meal periods shall be called not later than 6 hrs. after the end of the previous meal period, and every 6 hrs. thereafter.

Penalty: Straight Time rate at scheduled hrly. rate for length of delay. Minimum allowance: 1/2 hr.

The meal period may be extended one hour without penalty when used for wrapping or to complete the camera take(s) in progress, until print quality is achieved. Such extension shall not be scheduled and shall not be automatic.

A 12-minute grace period may be called for production efficiency prior to the imposition of any meal penalty. Such extension shall not be scheduled and shall not be automatic.

SIDELINE MUSICIAN PAYSACLE GUIDELINES

- 1) Amounts are contract actuals
- 2) A sideline musician plays, or mimes playing, an instrument while being filmed or photographed, but is not recorded. If musician is also recorded, recording rates are paid in addition to sideline rates.

MOTION PICTURE AND TELEVISION FILM
MINIMUM SCALE

SPECIAL NOTE: *Vacation pay of 4% shall be added to all amounts in this section.*

Single Session	Scale	Straight Time Per Hr.	Overtime Per 15 min.
4/18/2010 – 4/16/2011			
Min. pay/8 hrs.	\$194.73	\$24.34	\$9.13
1 Player alone	229.47	28.68	10.76
4/17/2011 – 4/14/2012			
Min. pay/8 hrs.	\$198.62	\$24.83	\$9.31
1 Player alone	234.03	29.26	10.97
4/15/2012 – 2/23/2013			
Min. pay/8 hrs.	\$202.59	\$25.32	\$9.50
1 Player alone	238.74	29.84	11.19

BASIC AGREEMENT – Sideline Musicians Payscale Guidelines – Cont’d

NOTE: All work must be consecutive except that a meal period [minimum 1/2 hr., maximum 1 hr.], deductible from work time, will be allowed in a 9 hr. span.

Night Premium

12:00 Midnight - 1:00 AM = 10% additional

1:00 AM - 6:00 AM = 20% additional

On Location Travel Time

	MOTION PICTURES	TELEVISION FILM
4/18/2010 – 4/16/2011	\$23.27	\$23.27
4/17/2011 – 4/14/2012	23.74	23.74
4/15/2012 – 2/23/2013	24.21	24.71

Meals

Meal periods (not less than 1/2 hr., not more than 1 hr.) shall be called not later than 6 hrs. from start of session. Subsequent meal periods shall be called not later than 6 hrs. after termination of preceding meal. Penalty for each 1/2 hr. delay is 1 hr. at straight time wage rate.

Doubling On Camera

1st double = 25%

Every additional double = 10% each

Silent Bit

Where a sideline musician is directed to do special business of such importance that in addition it includes the portrayal of an essential story point in pantomime, in a 4-shot or less, or where a sideline musician is directed to do in pantomime special business with actors to convey an essential story point in a close shot, such performance shall constitute a silent bit.

4/18/2010 – 4/16/2011	\$312.39
4/17/2011 – 4/14/2012	318.64
4/15/2012 – 2/23/2013	325.01

Sideline Orchestra Manager

An orchestra manager, who may be a sideline musician, is required when 10 or more sideline musicians are employed (including leader). The orchestra manager must be physically present at all recording sessions. Minimum pay for a playing manager is double Basic Scale (200%); a non-playing manager receives basic scale.

Interviews

Allowance for 1-1/2 hr. interview:	4/18/2010 – 4/16/2011	4/17/2011 – 4/14/2012	4/15/2012 – 2/23/2013
	\$36.51**	\$37.25**	\$37.98**

Wardrobe Fittings

Day Prior to Work Call Fittings: (2 hr. minimum)

4/18/2010 – 4/16/2011	4/17/2011 – 4/14/2012	4/15/2012 – 2/23/2013
\$48.68**	\$49.66**	\$50.64**

Additional time to be paid for at the straight time hourly rate in 1/2 hr. segments.

BASIC AGREEMENT – Sideline Musicians Payscale Guidelines – Cont'd

Same Day as Work

Fittings are paid at regular straight time hourly rate, computed in 30 minute segments.**
**4% Vacation pay shall be added to all amounts above.

Wardrobe Allowance

\$30.00 allowance for tuxedo or white tie and tails. (Flat allowance; not subject to vacation.)

Wardrobe Change

\$10.00 for first change and \$15.00 for 2 or more changes. (Flat allowance; not subject to vacation.)

Make-up Allowance

\$20.00 per day

Wardrobe Removal

Wardrobe allowance is 1/2 hr. of regular hrly. rate, if not otherwise compensated. If more than 1/2 hr. is required to check in wardrobe, excess time is paid in 15 min. units.

Cancellation Of Calls

Calls may be canceled for any of the following reasons:

- 1) Illness in principal cast
- 2) Fire, flood, or other similar catastrophe
- 3) Governmental regulations or order issued due to a national emergency.

If **not** notified before 6:00 PM of day prior to the work date, Penalty is a 1/2 day's pay.

MUSIC PREPARATION SERVICES (Arrangers, Orchestrators, Copyists)

Due to the complexity and nature of this type of work, direct reference should be made to the contracts regarding payment of wages.

GENERAL TERMS

Pension, Health and Welfare see [Fringes on Page 25](#).

SPECIAL NOTE: Vacation pay of 4% shall be added to all amounts in this section.

Vacation

Vacation pay accrues at 4% of employee's basic scale or "Straight Time" earnings per income tax reporting year. An employee can earn a maximum of 10 vacation days per year.

Late Penalties

Payment is due 15 days from the session. The following schedule of penalties applies if payment is late.

				Each Add't'l
Days Late:	1-15	16-30	31-60	30 days
Penalty:	6 %	10 %	* 50 %	* 10 % Add't'l

* Requires written notice of delinquency.

Additional late payment charges accrue after written notice at 10% for each 30 day period.

The foregoing late payment charges shall not be required when Producer's failure or delay in paying results from:

- a) The Employee's failure or delay in furnishing a W-4 form, or;
- b) A bona fide emergency beyond the control of the Producer, or;



BASIC AGREEMENT – General Terms – Cont’d

c) The existence of a bona fide dispute as to the amount due and payable, provided that written notice of such dispute shall have been filed with the local of the Federation in whose jurisdiction the work was performed within 5 business days following receipt of bills or the Form B contract. Only disputed portions of payments may be withheld pending resolution of dispute. If the Producer pays the undisputed amount, there will be no late payment charges.

6th Day, 7th Day and Holidays

6th day worked* (in town)	1-1/2 x rate
7th day worked*(in town)	1-1/2 x rate
Holidays worked**	2 x rate

* Only if the day is the employee's 6th or 7th consecutive day of work for a Producer.

** New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. (Holidays are observed on the same dates designated by U.S. Federal Legislation.)

Supplemental Markets/Special Payments Fund Payments

See AFM Agreement for details.

Doubling Rate

A musician is entitled to additional compensation if he is required to play more than one instrument (excluding certain groups of instruments which are generally classed as one*) during a recording session. Performers are to be paid at the following rates:

1st double	50%
Each additional double	20%

NOTE: Doubles for Leaders and Contractors are paid at side musician scale.

The use of multiple electronic musical devices with any electronic musical instrument, such as a synthesizer, E.V.I. or E.W.I., is considered 3 doubles.

NOTE: See AFM Basic Agreement for specific examples of studio musician doubling.

* Instruments within the following groups are not construed as doubling:

- 1) Piano and Celeste
- 2) Drummers' standard outfit
- 3) Timpani
- 4) Mallet instruments: Xylophone, Bells, Marimbas
- 5) Latin rhythm instruments (see AFM Basic Agreement)

Cartage

If instruments are brought by public carrier, the Producer shall pay such carrier directly. If private transportation is used, the Producer shall pay the following rates:

\$30.00	for Harp
\$12.00	for String Bass, Tuba, Cello, Drums, all heavy or bulky Amplifiers, Baritone Saxophone, Bass Saxophone, Contra-Bass Clarinet, Contra Bass Bassoon, Accordion, Baritone Horn, Contra Bass Trombone.

Single Recording Musician/Leader/Conductor

Payment is 200% x Straight Time.

Orchestra Manager (Contractor)

If 10 or more recording musicians (including leader) are used in any one session, an orchestra manager (contractor) shall be appointed. A contractor receives 200% of the basic scale rate and must be physically present during the entire engagement.

BASIC AGREEMENT – General Terms – Cont’d
Music Sound Consultant

A music sound consultant is a musician or orchestrator (excluding conductor, leader or contractor) specifically assigned by the Producer to perform services in the booth in assisting and advising the Producer or Sound Technician as to the sound quality of the music being recorded during the recording session.

	4/18/2010 – 4/16/2011	4/17/2011 – 4/14/2012	4/15/2012 – 2/23/2013
Motion Picture	\$59.82	\$61.02	\$62.24
Television Film	64.09	65.37	66.68

Cancellation

Underscoring may be canceled upon a 96 hr. notice. Pre-recording may be canceled upon a 48 hr. notice.

LOW BUDGET AGREEMENT
THEATRICAL LOW BUDGET

For Theatrical Motion Pictures budgeted at \$45,000,000.00 or less:

3 hour minimum call	4/18/2010 – 4/16/2011	4/17/2011 – 4/14/2012	4/15/2012 – 2/23/2013
Side Musician	\$190.81	\$194.63	\$198.52
Multi-track:			
1 musician	240.25/hr.	245.06/hr.	249.96/hr.
2 or more musicians	212.00/hr.	216.24/hr.	220.56/hr.

THEATRICAL ULTRA-LOW BUDGET

For Theatrical Motion Pictures budgeted at \$15,000,000.00 or less:

3 hour minimum call	4/18/2010 – 4/16/2011	4/17/2011 – 4/14/2012	4/15/2012 – 2/23/2013
Side Musician	\$164.07	\$167.35	\$170.70
Multi-track:			
1 musician	206.61/hr.	210.74/hr.	214.95/hr.
2 or more musicians	182.32/hr.	185.97/hr.	189.69/hr.

NOTE: To qualify for Ultra-Low rates, at least one session must employ 15 or more musicians (including Leader and Contractor). If picture is budgeted at \$2,000,000.00 or less, at least one session must employ 7 or more musicians (including Leader and Contractor).

TELEVISION LOW BUDGET

This agreement shall apply to:

- 1 Motion Pictures budgeted at \$5,000,000.00 or less per program hour, which are:
 - a) Long form (90 minutes or longer) television motion pictures (e.g. MOW)
 - b) Long form (90 minutes or longer) motion pictures produced for basic cable (e.g. USA Network, Lifetime, TNT)
 - c) Long form (90 minutes or longer) motion pictures produced for pay television (e.g. HBO or Showtime)
- 2 Motion pictures initially released to DVD/Videocassette which are 61 minutes or longer, budgeted at \$7,500,000.00 or less per program hour.
- 3 The following motion pictures shall be subject to these rates on a case-by-case basis subject to the prior written approval of the AFM:



LOW BUDGET AGREEMENT – Television Low Budget – Cont’d

- a) Long form television motion pictures made for pay television budgeted at more than \$5,000,000.00 per program hour
- b) Motion pictures produced for basic cable or pay television that are not long form

NOTE: This Agreement does not apply to any Canadian Producer who produces any product as defined above in Canada.

MINIMUM SCALE

3 hour minimum call	4/18/2010 – 4/16/2011	4/17/2011 – 4/14/2012	4/15/2012 – 2/23/2013
Side Musician	\$190.81	\$194.63	\$198.52
Multi-track:			
1 musician	240.25/hr.	245.06/hr.	249.96/hr.
2 or more musicians	212.00/hr.	216.24/hr.	220.56/hr.

SPECIAL NOTE: *Vacation pay provisions do not apply to films produced under the Low Budget Agreement. Do not add 4% vacation to these rates.*

MUSIC PREPARATION SERVICES (Arrangers, Orchestrators, Copyists)

Due to the complexity and nature of this type of work, direct reference should be made to the contracts regarding payment of wages.

TELEVISION VIDEOTAPE AGREEMENT

6/1/2003 – 5/31/2006 (extended, see note)

NOTE: This agreement has been extended until further notice.

RECORDING MUSICIANS

NOTE: Leader or Single Musician: Double recording musician's rate (except 125% of scale for musician on daytime programs where one musician plays background).

MINIMUM RATES (including air and rehearsal rates)

		6/1/2003 - 5/31/2004	6/1/2004 - 5/31/2005	6/1/2005 - 5/31/2006
Weekly Variety Programs and Variety Specials *				
1/2 hr. show	2 hrs. rehearsal, same day (includes air rate of)	\$226.95 (92.65)	\$233.75 (95.45)	\$240.70 (98.30)
1 hr. show	4 hrs. rehearsal, same day (includes air rate of)	384.70 (116.10)	396.20 (119.60)	408.00 (123.20)
1-1/2 hr. show	6 hrs. rehearsal, scheduled over 2 consec. days (includes air rate of)	576.20 (173.30)	593.40 (178.50)	611.05 (183.85)
Additional Rehearsal Hours		67.15	69.15	71.20
Fixed Doubles for Weekly Variety Programs and Specials				
1/2 hr. show	1st Double	\$90.31	\$93.01	\$95.78
	Each additional double	36.13	37.21	38.31
1 hr. show	1st Double	163.33	168.20	173.20
	Each additional double	65.33	67.28	69.28
1-1/2 hr. show	1st Double	244.78	252.08	259.56
	Each additional double	97.91	100.83	103.83
Strip Shows and "Other Programs" (5 days a week)				
1/2 hr. show	Including 1 hr. rehearsal within 3 hr. span	\$185.25	\$190.80	\$196.50
1 hr. show	Including 2 hr. rehearsal ** within 4 hr. span	275.55	283.80	292.30
1-1/2 hr. show	Including 2 hr. rehearsal ** within 5 hr. span	346.20	356.55	367.20
Additional Rehearsal Hours		67.15	69.15	71.20

Strip Show Doubles				
First Double = 25%				
Each additional double = 10%, applied as set forth below:				
Air rate				
1/2 hr. show	\$118.10	121.65	air rate + actual rehearsal up to 4 hrs.	\$125.30
1 hr. show	141.25	145.50	air rate + actual rehearsal up to 8 hrs.	149.85
1-1/2 hr. show	211.90	218.25	air rate + actual rehearsal up to 12 hrs.	224.80

* Includes non-prime time children's variety shows. If children's variety shows air on Saturdays and Sundays prior to 1:00 PM, Producer has the option of pre-paying 225% of scale to get 4 runs of such program before invoking the balance of the rerun schedule.

** 2 hour guaranteed rehearsal on the 1 hr. and the 1-1/2 hr. shows shall be adjusted to a 1-1/2 hr. rehearsal when the orchestra consists of 15 or more musicians including Leader and Contractor.

TELEVISION VIDEOTAPE AGREEMENT – Cont’d

Electronic Multi-Tracking

6/1/2003 - 5/31/2004

6/1/2004 - 5/31/2005

6/1/2005 - 5/31/2006

Producer has the option of hiring musicians at multi-track rates for certain types of programs. Variety programs, strip variety programs, and awards shows (including themes for these programs) are exempted from this provision. A minimum session is 3 hours at the following rates:

- a) [\$268.60 per hr. effective 6/1/2003; 276.66 per hr. effective 6/1/2004; 284.96 per hr. effective 6/1/2005] if one musician is employed under the multi-tracking rates.
- b) [\$235.04 per hr. effective 6/1/2003; 242.09 per hr. effective 6/1/2004; 249.35 per hr. effective 6/1/2005] if two or more musicians are employed under the multi-tracking rates.

For music scored for daytime serials under this provision, there is a limit of 1 minute of finished music for each hour paid at multi-tracking rates.

Optional Pre-Recording Formula

(Applies to weekly variety shows and variety specials but not for bank acts):

- 1) [\$201.55 per hr. effective 6/1/2003; 207.60 per hr. effective 6/1/2004; 213.85 per hr. effective 6/1/2005] for basic 3 hour minimum call. All existing premium provisions apply.
- 2) If an orchestra is used live or being videotaped (in-studio work), it must be the same orchestra that did the pre-recording and will be paid for this work at the regular program rates.
- 3) Any overdubbing of a pre-recording while in-studio will be paid at the rate of [\$201.55 per hr. effective 6/1/2003; 207.60 per hr. effective 6/1/2004; 213.85 per hr. effective 6/1/2005]

Please call the EP Music Department at 818-955-6065 if more details are needed:

Holiday Work

Musicians are to paid 2x (200%) the scale rate when required to work on a holiday (New Year's Day, President's Day, Memorial Day, Labor Day, Thanksgiving and Christmas).

Pension, Health and Welfare see Fringes on Page 26.

Contractor

- 1-6 musicians (including Leader) no contractor required.
- 7-14 musicians (including Leader) playing, 200%.
- 7-14 musicians (including Leader) non-playing, 150%.
- 15 musicians and up (including Leader) non-playing, 200%.

Music Sound Consultant

Hourly Rehearsal Rate: min call 2 hrs.	\$67.15	\$69.15	\$71.20
Hourly Rate for work beyond 8 hrs.	100.75	103.75	106.80

Cartage

- \$30.00 for Harp, Electric Piano, and Timpani (whole set)
- \$ 6.00 for other heavy instruments (string bass, tuba, drums, amplifiers, baritone sax, bass sax, cello, contra bass, clarinet, contra bassoon)

Make-Up and Costuming

\$20 per musician.

Radio Simulcast

- 1/2-hour Program \$27.50
- 1-hour Program 36.30
- Each additional 1/2 hour 8.80

TELEVISION VIDEOTAPE AGREEMENT – Cont'd

Non-Musical and Strip Game Shows

A basic session of three hours at [\$244.50 per side musician effective 6/1/2003; 251.85 per side musician effective 6/1/2004; 259.40 per side musician effective 6/1/2005] limited to 15 minutes of recorded music which can be used in 26-week cycles of the program. Overtime pro rata in 15-minute segments [\$20.40 effective 6/1/2003; 21.00 effective 6/1/2004; 21.60 effective 6/1/2005]. Each additional 13-week cycle requires 100% repayment of the original session fee (excluding overtime).

News and Magazine Programs

Music in a news or magazine piece may only be used with the picture with which originally scored.

Total music in any one segment not to exceed two minutes. If more than two minutes used, the half-hour other program air rate shall be paid to the musicians.

If the music is not directly related to the story being covered or is part of the general background, payment will not be required.

When the music is part of an event such as a parade, sports presentation or other public spectacle, payment will not be required. For news or public affairs programs of more than sixty minutes (e.g., "Today," "Good Morning America," "CBS Morning News"), the Producer shall pay musicians engaged the one-hour "other program" rate.

Excerpts

Use of excerpts (clips) containing music taken from television programs or motion picture films will require a payment to all rendering a musical service on the original production equal to the Variety Show air rate of the program in which the excerpt (clip) is being utilized. There will be a minimum payment at the one-hour air rate and a maximum payment at the two-hour air rate.

When the excerpts (clips) are utilized in a Strip Variety Program Anniversary Show, the payment will be equal to the 1-1/2-hour Strip Variety Program air rate.

When an excerpt (clip) consists of a complete production number, the payment shall be that of the minimum guarantee for the program in which the clip is utilized (air rate plus guaranteed rehearsal hours), with a maximum payment equal to a two-hour program.

The foregoing does not apply to compilation programs. For such instances, Producer shall make separate arrangements with the Federation.

Theme Music

Restricted to program openings and closings (no bridges or cues). Limitation of three minutes of finished product.

Basic scale for sideman, per three-hour session: \$217.40, effective 6/1/2003; 223.90, effective 6/1/2004; 230.60, effective 6/1/2005.

Overtime per quarter hour: \$18.10, effective 6/1/2003; 18.65, effective 6/1/2004; 19.20, effective 6/1/2005.

Themes will not be recorded for prime-time series unless musicians are employed for each episode of the series.

Theme music may be utilized for 26 weeks on a program series engaging live musicians for each episode and, except for prime-time programs, 13 weeks when no live musicians are engaged; provided that on a program series in the category of news, commentary, public affairs, and religious shows such theme music may be utilized for 26 weeks, and on sports show series such theme music may be utilized for the particular sports season.

Theme music utilized beyond the cycles outlined above will require a 100% repayment to each musician, arranger, orchestrator and copyist involved in the original production. Theme music produced after November 1, 1989 and utilized beyond the cycles outlined above will require a 75% repayment to each musician, arranger, orchestrator and copyist involved in the original production.

TELEVISION VIDEOTAPE AGREEMENT – Theme Music – Cont’d

Producer may elect to buy an initial 52 week cycle upon an upfront payment of 150% of scale. Additional 52 week cycles can be calculated at 135% of scale. At the end of any cycle, Producer may elect to utilize this formula for any subsequent 52 week cycle.

The agreement permits production of generic and umbrella themes, with re-use payable every 13 weeks if no live musicians are employed and every 26 weeks if live musicians are employed for each program. In no case can these themes be utilized for promotional programs without appropriate payments to the musicians. Also, if used for any other purpose, including as a theme for a program series, it shall be paid for in accordance with the terms of the agreement.

PRODUCTION MUSICIANS

MINIMUM RATES

	6/1/2003 - 5/31/2004	6/1/2004 - 5/31/2005	6/1/2005 - 5/31/2006
Hourly Rate	\$67.15	\$69.15	\$71.20
Minimum Call 2 hrs.	134.30	138.30	142.40

(Call for Premium pay rates)

Meal Period Penalty

Any instrumentalist who is required to work more than six consecutive hours without a meal break of at least one hour, shall be paid a penalty as follows: If the meal break is not given immediately after six hours, a penalty shall be imposed equal to two hours at the applicable rehearsal rate; an additional 1/2 hour at the straight-time rehearsal rate shall be paid for each additional 1/2 hour delay.

Use of Incomplete Record Tracks

We have not printed this information due to the complexity of this provision. Please call the EP Music Department at 818-955-6065 if details are needed.

Needle Drop

The use of pre-recorded orchestra music in either the rehearsal and/or taping of the talent portion of the production:

Hourly Rate	\$67.15	\$69.15	\$71.20
Minimum Call 2 hrs.	100.75	103.75	106.80

Out-of-town Location Needle Drop, 4 hrs. minimum per day. Company will furnish contractor with all on-location production schedules.

Cancellation

An engagement, once called, shall not be canceled or postponed less than four (4) days prior to the date of the call. In the event of an emergency, an engagement may be canceled or postponed upon shorter notice with the consent of the Office of the President of the Federation.

Premium Pay

All work performed beyond an eight-hour time spread in any day between the hours of 8 a.m. and midnight is payable at the rate of 1-1/2x (150%) computed in 15 minute segments.

All work between midnight and 8 a.m. is paid at the rate of 1-1/2x (150%) computed in 15 minute segments.

All work beyond an eight-hour time spread on any day between the hours of midnight and 8 a.m. is payable at the rate of 2x (200%) computed in 15 minute segments.

Reuse/Foreign Use/Supplemental Markets

See agreement for details.



TELEVISION VIDEOTAPE AGREEMENT – Cont’d

Late Penalties

Wages are due and payable within 15 business days after original performance. Time is computed from the date payment is due. Figures are inclusive and only business days are counted.

Days Late:	1-5	6-10	11-15	16-30	31-50	51-80	Each Addt'l 30 days
Penalty:	5 %	7-1/2%	10 %	15 %	25 %	* 55 %	* 10 % Addt'l

* Requires written notice of delinquency.

NOTE: No penalty is due when delay is due to failure of leader/contractor to submit completed AFM forms to the company.

Please call the EP Music Department at 818-955-6065 for details about new language regarding payment due dates for Daytime Serials, Strip Game Shows, and Themes.

MUSIC PREPARATION SERVICES

Arrangers, Orchestrators, Copyists and Librarians are paid on a per page or per hour basis, depending on the type of work performed. See AFM Agreement for details.



CABLE TELEVISION AGREEMENTS

6/1/2003 – 5/31/2006 (extended, see note)

MINIMUM RATES

Basic Cable 3/4/2003 to 3/3/2006 (extended indefinitely)	Pay Cable 2/1/2002 to 7/31/2005 (extended indefinitely)
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Weekly Variety Programs and Variety Specials *

Length	Minimum Call - Show and Rehearsal	3/4/2003 - 3/3/2006 Basic Cable	2/1/2004 - 1/31/2005 Pay Cable
1/2 hr. show	2-1/2 hrs. - includes 2 hrs. rehearsal, same day - includes air rate of	\$231.30 94.40	\$247.80 101.10
1 hr. show	5 hrs. - includes 4 hrs. rehearsal, same day - includes air rate of	\$392.15 118.35	\$420.25 126.85
1-1/2 hr. show	7-1/2 hrs. - includes 6 hrs. rehearsal, scheduled over 2 consecutive days - includes air rate of	\$587.40 176.70	\$629.45 189.35
Additional Rehearsal Hours each additional 15 minutes		\$68.45 17.10	\$73.35 18.30

Fixed Doubles for Weekly Variety Programs and Specials

Length	Minimum Call - Show and Rehearsal	3/4/2003 - 3/3/2006 Basic Cable	2/1/2004 - 7/31/2005 Pay Cable
1/2 hr. show	1st Double	\$92.05	\$98.63
	2nd Double	36.82	39.45
1 hr. show	1st Double	166.49	178.42
	2nd Double	66.60	71.37
1-1/2 hr. show	1st Double	249.53	267.39
	2nd Double	99.81	106.96

Pay Cable

Initial compensation covers payment for eight play dates (no limit to the number of plays per day) within six months after the first exhibition on each service. The employer also has the option of paying one of the following provided that any such option is exercised prior to or during the production of a particular program:

	No. of Play Dates	Months Within First Exhibition	Pay Scale Rate
Option 1	15	18	150%
Option 2	20	24	175%
Option 3	30	36	200%

Basic Cable

Initial compensation covers payment for ten play dates (no limit to the number of plays per day) within twelve months after the first exhibition on each service. The employer also has the option of paying one of the following provided that any such option is exercised prior to or during the production of a particular program.

Dramatic Series, Non-Dramatic Series (SitComs, Animation) MOW's

All Feature Motion Pictures (MOW's) and episodic (dramatic and non-dramatic) series produced for Pay Cable shall be paid under the terms and conditions of the current AFM Television Film Agreement. If such product is released on free television, payment for this use shall be computed and paid pursuant to Paragraph 15 of the AFM Basic Theatrical Motion Picture agreement as if such product were a motion picture shown on free television. (i.e., 2/1- 3% of Producer's accountable receipts)

CABLE TELEVISION AGREEMENTS –Cont’d

Music Preparation Services

Arrangers, Orchestrators, Copyists and Librarians are paid on a per page or per hour basis, depending on the type of work performed. See AFM Agreement for details.

Note: Call for information regarding strip show rates, theme rates, use of incomplete record tracks (open tracks), radio simulcasts, production musicians, sound consultants.

Cartage

\$30.00 Harp, Electric Piano, Tympani
12.00 Other Instruments

Make-up Costuming

\$20.00

Contractor

1-6 musicians (including Leader)q	No contract required	
7-14 musicians (including Leader)	Playing	200%
7-14 musicians (including Leader)	Non-playing	150%
15 musicians and up (including Leader)	Non-playing	200%

Pension, Health and Welfare see [Fringes on Page 26](#).

Payment

Payment is due within 15 working days. Late payment penalties will be imposed per the following schedule:

Days Late:	1-5	6-10	11-15	16-30	31-50	51-80	Each Addt'l 30 days
Penalty:	5 %	7-1/2%	10 %	15 %	20 %	* 50 %	* 10 % Addt'l

* Requires written notice of delinquency.

Cancellation

An engagement shall not be canceled less than 4 days prior to the date of the call. In an emergency, an engagement may be canceled or postponed upon shorter notice with the consent of the office of the President of the Federation.

Holiday Work

Musicians are to be paid 2x (200%) the scale rate when required to work on a holiday (New Year's Day, President's Day, Memorial Day, Labor Day, Thanksgiving and Christmas).

Premium Pay

All work performed beyond an eight-hour time spread in any day between the hours of 8 a.m. and midnight is payable at the rate of 1-1/2x (150%) computed in 15 minute segments.

All work between midnight and 8 a.m. is paid at the rate of 1-1/2x (150%) computed in 15 minute segments.

All work beyond an eight-hour time spread on any day between the hours of midnight and 8 a.m. is payable at the rate of 2x (200%) computed in 15 minute segments.

DOCUMENTARY AND INDUSTRIAL FILMS AGREEMENT

12/1/2005 – 11/30/2008

(Non-Broadcast/Non-Theatrical)

Since the Documentary and Industrial Films Agreement has many of those provisions found in the Basic Theatrical Motion Picture Agreement, only provisions which are significant and different will be mentioned.

MINIMUM RATES 2/15/2004 – 8/15/2005

RECORDING MUSICIANS

Minimum 2 hours service per man \$195.39
Overtime, per 15 min. or fraction thereof, per person 24.42

Leader or one musician playing alone Double Side Musician Rate
Contractor* Double Side Musician Rate

* If 10 or more recording musicians (including the leader) are employed for any session, a contractor shall be employed and shall be physically present during the entire engagement.

Overtime must immediately follow a regular session. All hours non-continuous will be charged as additional sessions.

Premiums and Holiday Work

20% Premium applies to work performed between 8 p.m. and Midnight.

100% Premium applies to work performed after Midnight.

100% Premium applies to work performed on Saturday, Sunday, New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

Doubling

First Double 50%
Each Additional Double 20%

Cartage

\$30.00 for Harp
\$12.00 for String Bass, Tuba, Cello, Drums, all heavy or bulky Amplifiers, Baritone Saxophone, Bass Saxophone, Contra-Bass Clarinet, Contra Bass Bassoon, Accordion, Baritone Horn, Contra Bass Trombone.

Pension, Health and Welfare [see Fringes on Page 26.](#)

General Rules

If the employer shall employ the services of sideline musicians, non-recording single musicians, arrangers, orchestrators, copyists, proofreaders or librarians, the Wage Scales, Hours of Employment and Working Conditions in effect at the time of such employment pursuant to the AFM Theatrical Motion Picture Agreement for Independent Motion Picture Producers shall govern such employment.

Late Penalties

Wages are due and payable within 15 business days after original performance. Time is computed from the date payment is due. Figures are inclusive and only business days are counted.

Days Late:	1-15	16-45	46-75	Each Addt'l 30 days
Penalty:	5 %	15 %	* 50 %	* 10 % Addt'l

* Requires written notice of delinquency.

PHONOGRAPH AGREEMENT

2/9/2009 – 1/31/2010 (extended)

MINIMUM RATES		No. of Sides
3 Hours (15 min. music)		
Leader/Contractor	\$760.04	Basic-Unlimited
Sideman	380.02	Sweetener - 4 sides
1/2 hr. Overtime	126.68	1st double 20%
1/4 hr. Overtime *	63.34	each additional double 15%
1st Double	76.00	
2nd Double	57.00	
3-1/2 hrs. (20 min. music)		
Leader/Contractor	1,013.40	Basic-Unlimited
Sideman	506.70	Sweetener - 5 sides
1st Double	101.34	1st double 20%
2nd Double	76.01	each additional double 15%
4 hrs. (25 min. music)		
Leader/Contractor	1,266.76	Basic-Unlimited
Sideman	633.38	Sweetener - 6 sides
1st Double	126.68	1st double 20%
2nd Double	95.01	each additional double 15%
4-1/2 Hours (30 min. music)		
Leader/Contractor	1,520.12	Basic-Unlimited
Sideman	760.06	Sweetener - 7 sides
1st Double	152.01	1st double 20%
2nd Double	114.01	each additional double 15%
5 Hours (35 min. music)		
Leader/Contractor	1,773.48	Basic Unlimited
Sideman	886.74	Sweetener - 8 sides
1st Double	177.35	1st double 20%
2nd Double	133.01	each additional double 15%

* 1/4 hr. overtime can only be used to complete the music being recorded within the limits of the foregoing provisions.

SPECIAL SESSIONS		
1-1/2 Hours special session (7-1/2 min. music)		
Leader/Contractor	501.62	Basic 2 sides
Sideman	250.81	
1st Double	50.16	1st double 20%
2nd Double	37.62	Each add'l double 15%
Overtime**		
1/4 hr. OT	41.80	
1/2 hr. OT	83.60	
1/4 hr. OT (after 1st 1/2 hr.)	83.60	

** Musicians must be notified in advance. Overtime in a Special Session can only be used to complete the one or two sides that were the subject of the original Special Session. The first one-half hour of overtime in a Special Session shall be paid in quarter hour units prorated at the Basic Special Session rate. Overtime beyond the first one-half hour shall be paid in quarter-hour units prorated at double the Basic Regular Session rate.

NOTE: See AFM agreement for special rates applicable to Symphonic, Opera and Chamber Music Sessions.

CANCELLATION: A session, once called, shall not be canceled or rescheduled with less than 7 days notice.

PHONOGRAPH AGREEMENT –Cont'd

Music Preparation

Wages for Arrangers, Orchestrators, Copyists are determined on a per-hour or per-page basis depending on the exact type of work performed. See AFM Agreement for specific details.

Pension, Health and Welfare see [Fringes on Page 26](#).

Leaders and Contractors

If 12 or more side musicians are employed for any session, a Contractor is required. The Contractor must be in attendance throughout the session and may be one of the side musicians at the session. There must be a Leader designated for every session. Leader and Contractor shall receive double the applicable side musician's scale.

Premium and Holiday Pay

One and one half (1-1/2) times the basic session and overtime rates shall be paid for all hours of recording:

1. Between midnight and 8 a.m.
2. Sundays

Holidays worked* 2 x rate

* New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. (Holidays are observed on the same dates designated by U.S. Federal Legislation.)

Sound Track Album Conversion

Payment for record albums produced from Theatrical Motion Pictures and Television Film scores must be made within 45 working days of release of the album.

Musicians shall receive new use payment for record albums produced from Theatrical Motion Pictures and Television Film scores. Payments are based upon actual minutes of recorded music used on the album. Minimum payment is a 1-1/2 hour special session rate which covers the use of up to 7-1/2 minutes of music. If more than 7-1/2 minutes of music are used on the album, the minimum payment becomes a 3 hour session rate.

Arrangers and copyists are paid for the actual number of pages used on the album at current phonograph rates. Any additional services rendered at the original recording (i.e., doubling, over-dubs, etc.) are paid at the applicable compensation.

NOTE: No Health and Welfare is due for new use sound track albums.

Premium Sound Track Albums - Alternate Pay Method

There is an alternate method of payment with respect to sound track albums released contemporaneously with any Theatrical Motion Picture or Television Film. As an alternative to the existing sound track album provisions, the Producer may elect to compensate musicians who rendered services in making the original sound track as follows:

- a) Upon release of the sound track album, the musicians shall be paid an amount equal to 50% of the scale wages that would have been paid pursuant to the then effective Phonograph Record Labor Agreement.
- b) An additional 50% of said scale wages shall be paid once net sales of the sound track album exceed 50,000 records.
- c) An additional 20% shall be paid once net sales of the sound track album exceed 100,000 records.

See also Motion Picture/Television Film Low Budget Agreement for special terms for Soundtrack Albums from these projects.

NOTE: No Health and Welfare is due for new use sound track albums. The AFM offers several other alternatives for calculating Soundtrack Conversion payments. Call for details.

PHONOGRAPH AGREEMENT –Cont’d

Late Penalties

Wages are due and payable within 15 business days after receipt of completed contract, W-4, and I-9 forms.

Days Late:	1-5	6-10	11-15	16-30	31-50	51-80	Each Addtl 30 days
Penalty:	5 %	7-1/2%	10 %	15 %	20 %	* 50 %	* 10 % Addtl

* Requires written notice of delinquency.

Cartage

\$30.00	Harp, Tympani, Keyboard, String Bass
\$12.00	Accordion, Tuba, Drums, Marimba, Chimes, Vibraphone, All amplifiers, Baritone Sax, Bass Sax, Cello, Contra Bassoon, Contra Bass, Clarinet
\$12.00	Due whenever a musician is requested to bring to an engagement three or more instruments in separate cases; provided however that the \$12.00 payment requirement shall not apply with respect to groups of harmonicas, flutes (including recorders) and clarinets (other than Bass Clarinet and Contra Bass Clarinets).

LOW BUDGET PHONOGRAPH AGREEMENT

2/9/2009 – 1/31/2010 (extended)

- 1) Session must be reported in advance.
- 2) Federation approval is required.
- 3) Musicians must be notified in advance that they are working under the Low Budget Agreement.
- 4) Leader is double scale, except in the case of an overdub session: if no more than two musicians are performing, no leader is required.
- 5) Budget Limits:
 - a) Tier 1 (Regular): \$99,000.00
 - b) Tier 2 (Experimental): \$40,000.00
 - c) Tier 3 Choral Recordings (companion music for printed works): \$99,000.00
 - d) Tier 4 Concept Pieces (primary focus is on concept, not featured artist): \$40,000.00

Budget caps are exclusive of artist and Producer advances, as well as travel expenses of artist and Producer, art work, and mastering costs.
- 6) Not applicable to:
 - a) Symphonic orchestras.
 - b) Musicians performing on records produced in Canada.
 - c) Soundtracks and cast albums.

Effective	3 Hour Minimum 15 min. of recorded music	OT ½ Hr. 5 min. of recorded music	OT ¼ Hr. 0 min. of recorded music
<u>Tier 1 – Regular Sessions</u>			
2/9/2009	\$213.48	\$71.16	\$35.58
<u>Tier 2 – Experimental</u>			
2/9/2009	153.00	51.00	25.50
<u>Tier 3 – Choral Recordings</u>			
2/9/2009	176.95	59.00	29.50



LOW BUDGET PHONOGRAPH AGREEMENT –Cont’d

Effective	2 Hour Minimum 10 min. of recorded music	OT ½ Hr. 0 min. of recorded music
Tier 4 – Concept Piece Production		
2/9/2009	\$106.74	\$26.68

Pension Health and Welfare [see Fringes on Page 26.](#)

Cartage (same as above)

AFTRA PHONOGRAPH - SINGERS

6/1/2008 – 6/30/2010

MINIMUM RATES

Rates are per person, per hour or side (song) whichever is higher.

	6/1/08 – 5/30/08		7/1/08 – 6/30/09		7/1/09 – 6/30/10	
	Hourly Rate	Minimum Call	Hourly Rate	Minimum Call	Hourly Rate	Minimum Call
Solo	\$198.75	\$198.75	203.75	203.75	209.75	209.75
Duo	198.75	198.75	203.75	203.75	209.75	209.75
Group 3-8	90.50	181.00	92.75	185.50	95.50	191.00
Group 9-16	69.25	138.50	71.00	142.00	73.25	146.50
Group 17-24	60.50	121.00	62.00	124.00	63.75	127.50
Group 25-35	51.25	102.50	52.50	105.00	54.75	109.50
Group 36 +	44.00	88.00	45.00	90.00	46.25	92.50

There is a minimum 2 hr. call for all group singers of 3 or more. In groups of 3 or more singers, one singer must be designated as Contractor. The Contractor shall receive the following rates, per side or per hour, in addition to the above compensation:

	6/1/08 – 5/30/08		7/1/08 – 6/30/09		7/1/09 – 6/30/10	
	Hourly Rate	Minimum Call	Hourly Rate	Minimum Call	Hourly Rate	Minimum Call
Group 3-8	43.75	87.50	44.75	89.50	46.00	92.00
Group 9-16	51.25	102.50	52.50	105.00	54.00	108.00
Group 17-24	62.25	124.50	63.75	127.50	65.75	131.50
Group 25-35	75.25	150.50	77.25	154.50	79.50	159.00
Group 36 +	89.75	179.50	92.00	184.00	94.75	189.50

Pension and Welfare (AFTRA) [see Fringes on Page 26.](#)

MOTION PICTURE SOUND TRACK CONVERSIONS

Performers from the original cast must be paid a new use payment under the AFTRA National Code of Fair practice for Phonograph Recordings. Additionally, the Producer must notify AFTRA and obtain the consent of any star, featured or over-scale artist, or any artist who performed the vocal sound track for the featured artist.

For sound track conversions, no contractor fee is due.

SCORING MUSIC FOR VIDEO GAMES

Original Music for Animated/Video Game or Educational Software, or Dedicated Console Platforms

The AFM has several options available for scoring video games. Please call the EP Music Department at 818-955-6065 for details.

AFM Fringes

Pension: 4/1/2011 – 2/23/2013

Note: Due to the Pension Plan being certified as Critical Status, the Plan was required by law to adopt a Rehabilitation Plan. Therefore, these Pension rates include an increase mandated by the Federal regulations governing Pension Plans. The rates indicated are for those employers/signatories who do not voluntarily sign accept the Rehabilitation Plan, an additional surcharge will be added. For further information, please contact either your Labor Relations department or the Pension Plan.

THEATRICAL						
PENSION	HEALTH/WELFARE					VAC
10.9% of scale earnings	Effective Dates		8/2/2009 to 7/31/2010	8/1/2010 to 7/30/2011	7/31/2011 to 2/23/2013	4%
	Health/Welfare Hourly Rate		\$2.045	\$2.545	\$3.045	
	Musician	min. 12 hrs.	\$24.54	\$30.54	\$36.54	
	Earned at scale		4/18/2010 to 4/16/2011	4/17/2011 to 4/14/2012	4/15/2012 to 2/23/2013	
	Copyist	Hrly rate per	\$16.40	\$16.73	\$17.06	
	Arr/Orch	Hrly rate per	\$26.22	\$26.75	\$27.28	

THEATRICAL LOW BUDGET (40 Million)						
PENSION	HEALTH/WELFARE					VAC
11.99% of scale earnings	Effective Dates		8/2/2009 to 7/31/2010	8/1/2010 to 7/30/2011	7/31/2011 to 2/23/2013	N/A
	Musician	min. 12 hrs.	\$24.54	\$30.54	\$36.54	
	Earned at scale		4/18/2010 to 4/16/2011	4/17/2011 to 4/14/2012	4/15/2012 to 2/23/2013	
	Copyist	Hrly rate per	\$14.04	\$14.32	\$14.61	
	Arr/Orch	Hrly rate per	\$21.63	\$22.06	\$22.50	

THEATRICAL ULTRA LOW BUDGET						
PENSION	HEALTH/WELFARE					VAC
11.99% of scale earnings	Effective Dates		8/2/2009 to 7/31/2010	8/1/2010 to 7/30/2011	7/31/2011 to 2/23/2013	N/A
	Musician	min. 12 hrs.	\$24.54	\$30.54	\$36.54	
	Earned at scale		4/18/2010 to 4/16/2011	4/17/2011 to 4/14/2012	4/15/2012 to 2/23/2013	
	Copyist	Hrly rate per	\$12.07	\$12.31	\$12.56	
	Arr/Orch	Hrly rate per	\$18.62	\$18.99	\$19.37	

TELEVISION FILM						
PENSION	HEALTH/WELFARE					VAC
10.9% of scale earnings	Effective Dates		8/2/2009 to 7/31/2010	8/1/2010 to 7/30/2011	7/31/2011 to 2/23/2013	4%
	Musician	min. 12 hrs.	\$24.54	\$30.54	\$36.54	
	Earned at scale		4/18/2010 to 4/16/2011	4/17/2011 to 4/14/2012	4/15/2012 to 2/23/2013	
	Copyist	Hrly rate per	\$17.57	\$17.92	\$18.28	
	Arr/Orch	Hrly rate per	\$28.09	\$28.65	\$29.22	

TELEVISION FILM LOW BUDGET						
PENSION	HEALTH/WELFARE					VAC
11.99% of scale earnings	Effective Dates		8/2/2009 to 7/31/2010	8/1/2010 to 7/30/2011	7/31/2011 to 2/23/2013	N/A
	Musician	min. 12 hrs.	\$24.54	\$30.54	\$36.54	
	Earned at scale		4/18/2010 to 4/16/2011	4/17/2011 to 4/14/2012	4/15/2012 to 2/23/2013	
	Copyist	Hrly rate per	\$15.34	\$15.65	\$15.96	
	Arr/Orch	Hrly rate per	\$23.64	\$24.11	\$24.59	



CONTRACT	PENSION 4/1/2011 to 2/23/2013	HEALTH/WELFARE	VAC	Effective Dates
Pay Cable Dramatic	10.9% of scale earnings	Musician \$2.045/hr. (min 12 hrs.) = \$24.54 Copyist [Call EP for details as rates were not Arr/Orch available at press time.]	4%	8/2/2009 to 7/31/2010
		Musician \$2.545/hr. (min 12 hrs.) = \$30.54 Copyist [Call EP for details as rates were not Arr/Orch available at press time.]		8/1/2010 to 7/30/2011
		Musician \$3.045/hr. (min 12 hrs.) = \$36.54 Copyist [Call EP for details as rates were not Arr/Orch available at press time.]		7/31/2011 to 2/23/2013
Pay Cable Variety	10.9% of scale earnings	Musician \$2.045/hr. (min 12 hrs.) = \$24.54 Copyist [Call EP for details as rates were not Arr/Orch available at press time.]		8/2/2009 to 7/31/2010
		Musician \$2.545/hr. (min 12 hrs.) = \$30.54 Copyist [Call EP for details as rates were not Arr/Orch available at press time.]		8/1/2010 to 7/30/2011
		Musician \$3.045/hr. (min 12 hrs.) = \$36.54 Copyist [Call EP for details as rates were not Arr/Orch available at press time.]		7/31/2011 to 2/23/2013
Basic Cable Dramatic	10.9% of scale earnings	Musician \$2.045/hr. (min 12 hrs.) = \$24.54 Copyist [Call EP for details as rates were not Arr/Orch available at press time.]	4%	8/2/2009 to 7/31/2010
		Musician \$2.545/hr. (min 12 hrs.) = \$30.54 Copyist [Call EP for details as rates were not Arr/Orch available at press time.]		8/1/2010 to 7/30/2011
		Musician \$3.045/hr. (min 12 hrs.) = \$36.54 Copyist [Call EP for details as rates were not Arr/Orch available at press time.]		7/31/2011 to 2/23/2013
Basic Cable Variety	10.9% of scale earnings	Musician \$2.045/hr. (min 12 hrs.) = \$24.54 Copyist [Call EP for details as rates were not Arr/Orch available at press time.]		8/2/2009 to 7/31/2010
		Musician \$2.545/hr. (min 12 hrs.) = \$30.54 Copyist [Call EP for details as rates were not Arr/Orch available at press time.]		8/1/2010 to 7/30/2011
		Musician \$3.045/hr. (min 12 hrs.) = \$36.54 Copyist [Call EP for details as rates were not Arr/Orch available at press time.]		7/31/2011 to 2/23/2013
Documentary and Industrial Films	13.08% of scale earnings	\$21.00 for each original service		2/1/2005 to 11/30/2008 (Extended)
Phonograph	11.99% of scale earnings	\$22.50 for each original service. + \$17.00 each additional service in same day. Arr/Orch \$22.50/ 1st tune and \$17.00 each add'l Copyist \$22.50/day		2/9/2009 to 1/31/2010 (In Negotiations)
Phonograph Low Budget	11.99% of scale earnings	\$15.50 for each original service		2/9/2009 to 1/31/2010 In Negotiations
Videotape	10.9% of scale earnings	\$16.00 per day/episode; not to exceed \$80.00 per week		In Negotiations